

29 December 1958

D-R-A-F-T

██████████: jmc

25X1A9a

25X1A9a  
██████████

Career Service Comments (Section E)  
Career Preference Outline

25X1A9a ██████████ geographic and cartographic career interests in intelligence work on the USSR have been reviewed by the Career Service Board. Since the submission of this Career Preference Outline, ██████████ immediate career interest has been fulfilled by a reassignment as a geographer on 30 November 1958 to the USSR Branch, Geography Division.

In line with his long-range planning toward normal advancement in his new assignment, it is noted that he has followed through with Russian language training and, thus far, has completed an elementary Russian Seminar as well as a Russian Intermediate Reading course directed toward science and technology. ██████████ is encouraged 25X1A9a by the Career Service Board to continue the development and full utilization of his capabilities in geographic research.

SECRET

(When Filled In)

## CAREER PREFERENCE OUTLINE

This Outline, when completed, is a documented description of the individual's career interests and proposed career activities together with the comments of his supervisor and his Career Service. The original will be filed in the employee's Official Personnel Folder and will serve as a guide for future personnel actions affecting him. Implementation of career preferences must depend upon the needs of the Organization.

- CONSULT ATTACHED INSTRUCTION SHEET PRIOR TO COMPLETING THIS OUTLINE -

## SECTION A.

## GENERAL

1. NAME OF EMPLOYEE (Last-First-Middle) [REDACTED] 25X1A9a	2. DATE OF BIRTH 9 July 1918	3. SERVICE DESIGNATION 11	4. GRADE GS-11
5. ORGANIZATIONAL TITLE None	6. POSITION TITLE (Cartographic) Intelligence Officer	7. OCCUPATIONAL CODE 01 0150.02	8. OFFICE OF ASSIGNMENT OV/P/CC/S

## SECTION B.

## CAREER INTERESTS

## 9. GENERAL TYPE OF ACTIVITY

Geographic (and Cartographic research) on the SSI

## 10. SPECIFIC TYPE OF ACTIVITY (Including assignments)

## A. IMMEDIATE (Within next 1 to 2 years)

Reassignment to D/O/S as a Geographer (01-0150.01-11) to be accomplished as soon as practicable.

## B. LONG-RANGE (Within next 3 to 5 years)

Retention in D/O/S as a Geographer with normal advancement in that assignment.

## SECTION C.

## TRAINING

## 11. ORGANIZATIONAL, EXTERNAL, AND ON-THE-JOB TRAINING

## A. IMMEDIATE (Within next 1 to 2 years)

As appropriate to the new assignment.

## B. LONG-RANGE (Within next 3 to 5 years)

As above

## 12. ADDITIONAL COMMENTS

Please see attached sheet

RECOGNIZE THAT THE IMPLEMENTATION OF MY CAREER PREFERENCES MUST DEPEND UPON THE NEEDS OF THE ORGANIZATION. I UNDERSTAND THAT MY PERFORMANCE, CAPABILITIES AND INTERESTS WILL BE GIVEN DUE CONSIDERATION.

## 13. DATE COMPLETED

13 January 1958

25X1A9a

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SECTION D.

COMMENTS BY SUPERVISOR

15. RELATIVE TO CAREER INTERESTS OF EMPLOYEE

Chief/GG has agreed to accept 25X1A9a as a Geographer (GS-0150.01-11) assigned to G/S under normal conditions of transfer. This transfer will be effected when his replacement (already in the pipeline) is available.

25X1A9a

25X1A9a has not had opportunity in his present assignment to use his competence and interest in the Russian language to the degree he would like. He also has a decided bent for research activity. I therefore feel that his career interests probably will be better satisfied in D/GG than they have been in his present assignment.

16. RELATIVE TO TRAINING FOR EMPLOYEE

25X1A9a

17. TYPED OR PRINTED NAME OF SUPERVISOR

25X1A9a

TITLE

Chief, USSR-Satellites Branch

13 January 1958

SECTION E.

FOR USE OF CAREER SERVICE

21. COMMENTS

22. TYPED OR PRINTED NAME

23. SIGNATURE

24. TITLE

25. DATE

LEAVE BLANK

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**Item 12:**

Before completing Item 10 of this Outline, I made a careful self-examination of my past job experiences and of the relative satisfactions obtained from them. From this, I have determined that five elements, listed below in the order of their relative importance to me, provide me with job satisfaction. I have evaluated my present assignment against this scale and have examined my desired future assignment against the same scale. It is noteworthy, I think, that my present assignment provides four of the five elements of job satisfaction in good measure. The elements are these:

1. The job must provide an adequate outlet for self-expression. The self-expression (based on past experience) may be equally satisfied to me whether cartographic, oral, or written.
2. There must be a problem or problems to be solved before the communication implied in #1 above, can take place. This I consider to be the unsatisfied element of my present assignment. It is here lacking to the degree that I must consider a reassignment. I believe this element to be strongly present in my ~~desired~~ <sup>desired</sup> assignment with the other four elements at least equal to my present assignment.
3. I must be able to feel that the job performs a useful function -- that it satisfies a need.
4. The job must provide reasonable security and comfort for me and my family, and must offer a path for normal advancement.
5. The job has "prestige" -- ~~and~~ others think it is important.

SECRET  
(When Filled In)

## SUPERVISORY COMMENTS ON CAREER PREFERENCE OUTLINES

TO:

Chairman, ORR Career Service Board

SUBJECT: (Name)

25X1A9a

## 1ST INDORSEMENT

COMMENTS BY CHIEF (Division ~~XXXXXX~~)

Careful consideration has been afforded this career preference statement. Discussions between Ch/D/GC and Ch/D/GC have resulted in an agreement to honor the request of [REDACTED] and effect a transfer in the near future.

25X1A9a

25X1A9a

13 January 1953

## 2ND INDORSEMENT

COMMENTS BY AREA CHIEF (When applicable)

- ☐ I CONCUR IN THE (Division) (Staff) CHIEF'S COMMENTS
- ☐ AS THE EMPLOYEE IS NOT PERSONALLY KNOWN TO ME, I ACCEPT COMMENTS OF (Division) (Staff) CHIEF
- ☐ OTHER (Specify)

DATE

SIGNATURE